

UWS Technician Commitment Initial Action Plan 2026 - 2028

Vision: UWS wishes to articulate the value created by Technical colleagues, fostering interdisciplinary collaboration across the institution and beyond. The voice of technical professionals influences and shapes strategic decision making at all levels.

Pillar	Reference	Aim/Objective	Rationale	Action	Responsibility	Timeline
Visibility	V1	Promote awareness of Technician Commitment and Action Plans - delivery of networking events, workshops, seminars to encourage connection across the University	UWS wishes to articulate the value created by Technical colleagues, fostering interdisciplinary collaboration across the institution and beyond	Plan and execute a Launch Event to include showcase of technical activity across UWS	The Technician Commitment Lead and Co-Lead will be responsible for organising a Launch event following Vice Chancellors Executive (VCE) approval of the Action Plan and prior to submission of the Action Plan to the Technician Commitment on 31 January 2026.	T2 AY25/26
				Establish a Technician Information Point (TIP) on Sharepoint	The Steering Group will appoint a member to take responsibility for the set up and maintenance of the TIP Sharepoint site and maintain a presence on the UWS externally facing website.	T3 AY 25/26
				Spotlight on Technician in each ebulletin / sharepoint highlight / UWS Homepage Tile	The Steering Group will appoint a member to liaise with the Comms Team to share regular updates and spotlight activity.	T3 AY 25/26
Visibility	V2	School/Division champions for Technician Commitment (TC).	Having a School/Divisional Champion increases visibility within School structures	Champions to become members of Division Boards where there are laboratory based subject areas Champions are members of the Technician Commitment Steering Group, representing their School/subject area	School Business Managers (SBM) will be responsible for liaising with Governance colleagues to revise membership of Division Boards to include Technician Commitment Champions.	T2 AY 25/26

Visibility	V3	<p>Promote attendance at external events, conferences, workshops etc enabling technicians to network, share best practice and keep up to date with activities for TC.</p>	<p>Develop a simple set of demos or activities showcasing technician careers for engagement. For example, "Meet the Technician" sessions with live technician led demonstrations of technical skills and equipment.</p>	<p>The Steering Group will develop and maintain a log for showcasing activities.</p>	<p>T1 AY 26/27</p>
			<p>Promoting technician attendance at external events and conferences supports professional development, encourages knowledge exchange, and strengthens the university's engagement with the wider technical community. Allowing knowledge transfer and best practices to be shared from/with other HEI's</p>	<p>Sharing of knowledge of upcoming events via TC Champions encourage joining variety of networks. Provide funding to attend and time allowance to fulfill.</p>	<p>The Steering Group will facilitate sharing of information with Technician Champions. The Steering Group will oversee available funds to support event attendance. Individual people managers will be responsible for supporting time allowance to enable event attendance.</p>

Visibility	V4	<p>To ensure that where technicians have contributed to research outputs and funding bids they are acknowledged or named as authors by encouraging inclusion of Technicians on research papers that they have contributed to.</p>	<p>Acknowledging technicians on research outputs ensures fair recognition of their intellectual and technical contributions. It promotes research integrity, aligns with funder expectations, and supports the Technician Commitment's goals of recognition and career development. This would further develop their skills profiles and evidence for career development by being named authors on publications.</p>	Develop and publish a "How to Create an ORCID Profile" factsheet for technical colleagues who wish to participate in publication work, including step-by-step guidance and links to ORCID resources.	Technical Colleagues can begin to input to ORCID with support of colleagues in Library Services.	T2 AY 25/26
				Review options and develop a proposal to support online technician visibility and recognition.	Research Services	T1 AY 26/27
				Integrate training on research culture into Early Career Researcher (ECR) development programmes, including guidance on acknowledging technical staff contributions in publications and projects, to promote positive culture change.	Research Services	T2 AY 25/26

Visibility	V5	Encourage technicians to become more involved in outreach opportunities, particularly in promoting technical careers in schools and FE colleges.	<p>This supports widening participation and recruitment into technical careers and uses existing knowledge and equipment. Ties to potential succession planning. In some areas Technicians can become STEM role models, especially for practical skills.</p>	Enhancing Technician visibility at the annual Research Festival.	Research Services will be responsible for building visibility of technical activity into the Research Festival agenda.	T2 AY 25/26
				Involvement in UWS Glasgow Science Festival activity.	The School of Health and Life Sciences (HLS) will extend the invitation to Technical colleagues in all Schools to participate.	T2 AY 25/26
				Re-establish STEM Ambassador roles within Technical Teams.	Technical Managers/Chief Technicians liaising with appropriate colleagues in each School.	T1 AY 26/27
				Technician led sessions at Open Days and Student Showcase events	School Leadership Teams to coordinate inclusion of Technician led sessions at Open Days and Student Showcase events	T1 AY26/27

Visibility	V6	<p>Improve representation on university committees brings unique operational knowledge to decision-making.</p>	<p>Improving technician representation on university committees ensures their operational expertise informs decision-making, leading to more inclusive and effective outcomes. It promotes inclusion and values their voice in strategy.</p>	<p>To implement visibility we suggest technical representation on relevant committees/boards such as Division Board, School Board, School Leadership Team.</p> <p>Membership may be co-opted or periodic linked to individual Schools/Divisions as not all will require practical input.</p>	<p>The Steering Group to oversee this activity and liaise with School and Academic Governance colleagues.</p> <p>Academic Governance input will be required to revise membership of institutional committees/boards.</p>	T2 AY 25/26
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Recognition	R1	<p>Embed feedback from technicians in staff survey (Dec 2024) into actions within the TC action plan.</p>	<p>Discussion arising from the TC Roadshows and TC Working Group meetings has highlighted inequities in Professional Support Service (PSS) and Academic annual leave. Whilst the group recognises any change would involve change to terms and conditions and this is not a quick fix, it is right to review this and consider equities, particularly at grade equivalent levels.</p>	<p>Consider annual leave allocation for new and continuing colleagues in Technician roles relative to the norms for academic colleagues.</p>	<p>The Steering Group will require to work with colleagues in the People and Wellbeing Team (PAW), particularly where discussions or proposals require consideration at Joint Negotiating and Consultation Committee (JNCC).</p>	<p>Initial Discussion with PAW to determine timeline for consideration T2 AY 25/26</p>
				<p>Review of Technician terms and conditions at peer institutions to ensure that the UWS offer is appropriate.</p>		<p>T1 AY 27/28</p>

	<p>At UWS we aim to foster a culture where appreciation and respect are regularly expressed, we can do this through recognising the contribution our technical colleagues make.</p>	<p>Promoting technicians working towards professional registration recognises their expertise, supports structured career development, and raises the professional status of technical roles which aligns with our four UWS values; integrity, respect, inclusivity and accountability. It also provides an external, transferable validation of skills. Nominating Technical colleagues for external awards recognises their expertise, boosts their professional credibility, and enhances institutional reputation. It encourages career development, supports retention, and aligns with the Technician Commitment's recognition and career development pillars.</p>	<p>Promotion of professional bodies to technical colleagues through lunch time sessions and My Contribution (MyC) discussion.</p>	<p>Technical Managers leading with support from local line managers.</p>	<p>Initial discussion through MyC with events and sessions scheduled throughout the AY T3 AY 25/26 Ongoing</p>	
			<p>Promotion of WinterFest/SpringFest events on benefits of professional membership</p>			
			<p>Consider nominating technical colleagues for awards such as The Times Higher Education Award for Outstanding Technician of the Year, and Papin Prize.</p>		<p>Steering Group will lead award submissions and creation of UWS Award.</p>	
			<p>Create a UWS Technician of the Year Award.</p>		<p>T2 AY 26/27</p>	
<p>Recognition</p>	<p>Seek avenues to formally recognise contribution of technicians to workshops, practical training of students/staff, and wider School activity.</p>	<p>Including technicians in module handbooks, for example, formally recognises their vital role in delivering workshops and practical training, enhancing their visibility and reinforcing their contribution to student and staff learning.</p>	<p>Ensuring technician contribution is recognised within, for example, module and programme handbooks.</p>	<p>Associate Deans Learning & Teaching will lead this activity with support from Module Coordinators and Programme Leaders</p>	<p>T2 AY 26/27</p>	

<p>Recognition</p>	<p>R4</p>	<p>Develop a clear policy or code of practice for acknowledging technical contributions.</p>	<p>Technical colleagues often play a vital role in research and commercial activities within Schools, but are often not given the recognition that similar contributions made by academic colleagues receive.</p>	<p>Develop clear guidelines for all research and research-enabling staff to ensure that technical colleagues gain appropriate recognition for contributions made to research and innovation work.</p>	<p>Pro Vice Chancellor (PVC) Research will lead this through collaboration with various Departments including Research Services, Finance, Business Innovation, PAW, and Schools.</p>	<p>T2 AY 25/26</p>
	<p>CD1</p>	<p>Continue to promote learning, training and development opportunities for technical staff</p> <p>Skills/career development opportunities provided across Schools/Divisions to enhance coordination between local and central provision to broaden visibility and access.</p>	<p>Providing coordinated skills and career development opportunities across Schools and Divisions improves access, enhances visibility, and ensures consistent support for technicians. Exploring funding for conference attendance further enables them to develop and share their expertise.</p>	<p>Completion of a skills matrix across all subject areas to identify gaps as well as areas of expertise to underpin skills/career development opportunities either to develop skills or to provide training for colleagues.</p>	<p>Technical Managers to lead completion for skills matrix activity in each area using template already in use in HLS. Note there needs to be some thought about completion in Education and Social Sciences (ESS) where the management structure of Technical colleagues differs from the other 3 Schools.</p>	<p>T1 AY 26/27</p>
<p>Career Development</p>	<p>CD2</p>	<p>Investigate best practice in other universities</p>	<p>To understand how other institutions/Schools/Departments operate and share best practice within Teams as well as across the institution to assist in developing infrastructure and skills development</p>	<p>Increase UWS membership on Scottish and UK wide Technical networks as well as professional body networks.</p>	<p>Steering Group to have oversight of membership and encourage greater involvement externally.</p>	<p>T2 AY 26/27</p>

Career Development	CD3 A	<p>Create well defined and visible career pathways for development, retention and succession planning including MA/GA development.</p>	<p>Currently there is no defined progression route for Technical Colleagues. In addition there are no opportunities for promotion unless someone leaves which does not encourage retention or commitment to development.</p>	<p>Review the approach to Technician career development and career pathways at peer institutions.</p> <p>Continue to signpost professional development opportunities to technicians through TIP (V1).</p>	<p>SBMs/Technical Managers/Line Managers/PAW</p>	<p>T3 AY 26/27 T1 AY 27/28</p>
			<p>Currently there are no guidelines for protected time for further study of upskilling which can lead to inequitable support between teams.</p>	<p>Review approaches to development and training provision for Technician colleagues at peer institutions.</p>	<p>PAW to support discussion</p>	
Career Development	CD3 B	<p>Ensure continued institutional support through an annual contribution of £10K to the TC Development Fund to support growth and development.</p>	<p>Supporting creative use of the annual £10K Technician Commitment fund ensures it benefits a broad range of development opportunities, including conference attendance contributing to sector good practice as well as upskilling and succession planning. This promotes inclusivity, career growth, and engagement across the technician community.</p>	<p>Confirm funds available on an annual basis and how these will be managed. Develop criteria for support/application.</p>	<p>Steering Group/PAW</p>	<p>T2 AY 25/26</p>
Sustainability	S1	<p>Skills audit to facilitate workforce planning, succession planning, career development and optimal skills development across schools/divisions.</p>		<p>Links with CD1</p>	<p>Technical Managers supported by PAW</p>	<p>T1 AY 26/27</p>

Sustainability	S2	Embed succession planning within technical teams for all schools/divisions, targeting the next 1-5 years transition.	Using internal knowledge, support junior technicians to develop skills and knowledge and promotes leadership opportunities for senior technicians.	Links with CD1 and S1.		T1 AY 26/27
			Build cross-departmental relationships, raising awareness of opportunities for collaboration across teams/schools.	Develop mentoring scheme specifically for technical colleagues tapping into existing mentoring channels	Support from PAW to establish and run	
Sustainability	S3	To attract more individuals into a technical career to support succession planning.	Through placement opportunities showcase technical roles as career opportunities.	Building upon existing opportunities, eg HLS and Barnardos, increase placement access/secondment/apprenticeship to develop knowledge and understanding of technical careers both institutionally and within the wider community.	SBMs/Technical Managers/Line Managers/PAW	T1 AY 26/27
				Develop greater WRL/placement opportunities within the curriculum for students to shadow technical activities and gain insight into career pathways.	Associate Deans Learning & Teaching will lead this activity with support from Module Coordinators and Programme Leaders	

Evaluation	E1	Quarterly review to enable progress and support development	Core group of individuals invested in shaping the future of technical colleagues at UWS.	Establish a formal Steering Group	PVC Research	Immediate on acceptance of plans
Evaluation	E2	Quantify satisfaction levels of technical staff in future including engagement in training and development through My Contribution	Assist tracking embedding of actions, cultural change and future development requirements.	Undertake survey in alternate years	Co-Chairs of Steering Group	T2 AY 26/27